



## CHARLESTON BRANCH PILOTS' ASSOCIATION

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13 May 2014

Chairman, Commissioners of Pilotage  
Lower South Carolina Coastal Area  
P.O. Box 20096  
Charleston, SC 29413

Dear Mr. Chairman:

Having reviewed our expected attrition rate over the next five to seven years and evaluated trends in vessel activity, we believe it is necessary to initiate the apprenticeship selection process to ensure our ranks are ready to keep pace with port commerce. As presented in January, the Association faces three mandatory pilot retirements by the end of 2017, with another two pilots becoming eligible for voluntary retirement next year. It is apparent that it will be necessary to replace at least one of these individuals.

Since January, we've studied the pending alliances amongst major container carriers and conferred with the State Ports Authority on the subject. To the best of our knowledge at this point, the alliances would not result in a substantive reduction in vessel calls to the Port of Charleston. We also note that a permit has been submitted for a new private marine terminal at Bushy Park, which will attract an unspecified number of vessel calls annually.

Ideally, an apprenticeship program would begin this October, in order to have one or more short branch pilots in place by fall of 2017 to coincide with the second of two mandatory retirements that year. We have attached a proposed timeline to meet this objective. You may note that this letter has not specified a number of apprentice appointments to be offered, as the dynamics of the container industry remain in particular flux at this time. The Association respectfully proposes determining the number of appointments in the ensuing months. We are grateful for your consideration of this request.

Sincerely,

Whitemarsh S. Smith III  
President

## **Suggested Timeline for 2014 Apprenticeship Selection**

### **Monday, June 2<sup>nd</sup>:**

Last day to submit or update applications for pilot apprenticeship.

### **Tuesday, June 10<sup>th</sup>:**

#### ***Regular Commissioner's Meeting***

Present the applications for apprenticeship. The Personnel Committee can commence tallying and interviews.

### **Tuesday, July 8<sup>th</sup>:**

#### ***Regular Commissioner's Meeting***

### **Tuesday, August 12<sup>th</sup>:**

#### ***Regular Commissioner's Meeting***

The Personnel Committee presents their tally, including completed interview scores.

### **Tuesday, Sept. 9<sup>th</sup>:**

#### ***Regular Commissioner's Meeting***

Points awarded by Pilot's Association are submitted prior to meeting. Names of selected individual(s) are approved and Certificate(s) of Apprenticeship are authorized.

### **Wednesday, Oct. 1<sup>st</sup>:**

Apprenticeship(s) begin.